

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 2969-01
Bill No.: HB 1069
Subject: Equal Pay Act and Employment Practices Affecting Women
Type: Original
Date: December 27, 2001

FISCAL SUMMARY

ESTIMATED NET EFFECT ON STATE FUNDS			
FUND AFFECTED	FY 2003	FY 2004	FY 2005
None			
Total Estimated Net Effect on <u>All</u> State Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2003	FY 2004	FY 2005
None			
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2003	FY 2004	FY 2005
Local Government	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.

This fiscal note contains 3 pages.

FISCAL ANALYSIS

ASSUMPTION

Officials from the **Office of the State Courts Administrator, Office of Administration - Division of Personnel, Department of Labor and Industrial Relations, Department of Transportation, and Department of Conservation** assume the proposed legislation would have no fiscal impact on their agencies.

<u>FISCAL IMPACT - State Government</u>	FY 2003 (10 Mo.)	FY 2004	FY 2005
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2003 (10 Mo.)	FY 2004	FY 2005
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Small Business

This proposal may cause any employer to realize an increase in payroll costs and possible litigation costs if found to be out of compliance with this proposal.

DESCRIPTION

Current law prohibits employers from paying female employees wages less than those paid to male employees for the same work. This proposal removes references to male and female employees and prohibits paying any employee wages less than those paid to employees of the opposite gender for the same work. The proposal also:

(1) Creates a civil cause of action against employers who pay lower wages to employees of the opposite gender when the work performed is equal, requires equal skill, and is performed under similar conditions;

DESCRIPTION (continued)

- (2) Creates a civil action against employers for actual damages and compensatory damages, not to exceed twice the wages awarded, for any unlawful gender-based pay practice;
- (3) Allows for the recovery of attorney fees and court costs in any civil action brought due to the proposal;
- (4) Abolishes the six-month statute of limitations for filing an action.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Office of the State Courts Administrator
Office of Administration - Division of Personnel
Department of Labor and Industrial Relations
Department of Transportation
Department of Conservation



Jeanne Jarrett, CPA
Director

December 27, 2001